

# NEW JERSEY OFFICE OF THE INSPECTOR GENERAL

Mary Jane Cooper, Inspector General

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## Inspector General Issues Annual State Authorities' Employees Benefits Review Update

TRENTON – Inspector General Mary Jane Cooper today released the 2007 Summary and Analysis of State Authorities' Employee Benefits report that highlights the adoption of policy changes at State authorities. This is an update to the Office of the Inspector General's (OIG) 2006 report that compared the benefits of State authority employees and non-authority State employees. Following the issuance of the 2006 report, Inspector General Cooper requested that State authorities advise OIG of any changes to their employee benefit policies on an annual basis. These changes will be reflected each year and made available for future reference.

"The changes noted in today's report reflect a step in a positive direction," Inspector General Cooper said. "Since our initial report, several State authorities have updated their policies and procedures to bring them in line with non-authority State policies and procedures. It is still my recommendation that to the extent appropriate and reasonable, policies at the State authorities be consistent with those of the State."

Today's report also revealed that the number of employees at the majority of State authorities decreased and of the remaining authorities, most experienced no change in staff level. In 2006, the number of authority employees was 35,991. This number was decreased by 390 to 35,601 employees for 2007.

Similar to last year, this review focused on employee benefits, including but not limited to, salaries and bonuses, leave time (e.g., vacation, sick and administrative), travel and entertainment allowances, cellular phone usages, health benefits and retirement.

Observations from OIG's update include:

- A reduction in the overall number of State authority employees.
- Revisions to various State authorities' travel and entertainment policies to be consistent with those of the State, which include changes to meal and/or mileage reimbursement policies.
- Change to various authorities' holiday and early dismissal policies.
- Elimination of policies pertaining to compensatory time and salary advances for vacation and/or emergencies.

This analysis was originally undertaken pursuant to Executive Order No. 41 (Governor Richard J. Codey) that directed OIG to assess the internal controls that are in place at 45 State authorities and to make recommendations concerning what uniform practices and procedures should be established for these authorities.

*This report is available online at the OIG's web site, [www.state.nj.us/oig](http://www.state.nj.us/oig).*